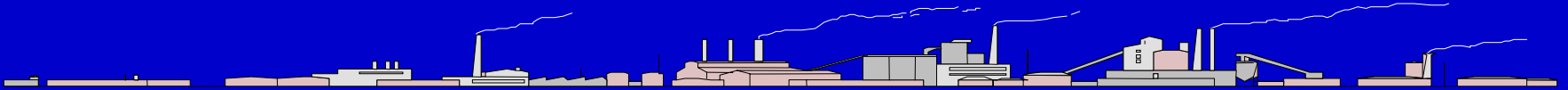


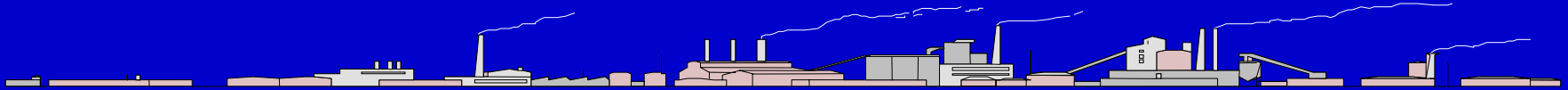


Project Management Career Development Program



# PROJECT MANAGEMENT CAREER DEVELOPMENT PROGRAM (PMCDP)

June 2004



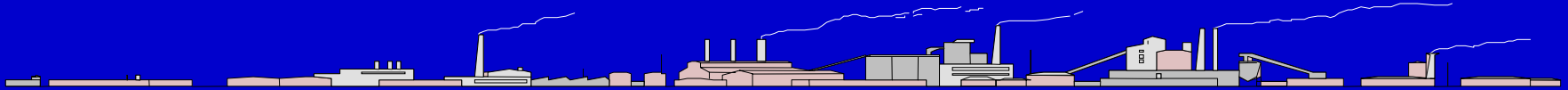
## DOE O 361.1A Chapter IV, April 19, 2004

- Based upon Department of Defense model
- Mandated by law: Clinger-Cohen Act, Public Law 104-106
- Buy-in from Office of Management and Budget and Office of Personnel Management.
- Component of the DOE Acquisition Career Development Program established by DOE O 361.1A

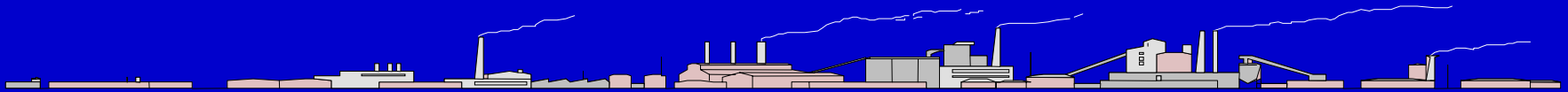
# *ACQUISITION DEFINED*



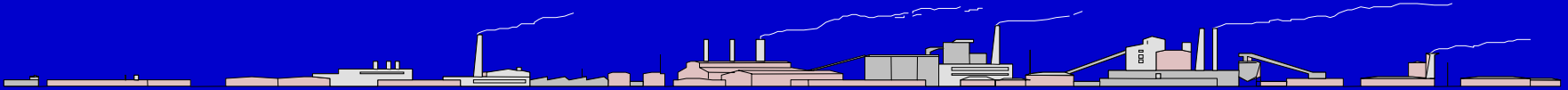
Project Management Career Development Program



The planning, design, development, testing, contracting, production, logistics support, and disposal of systems, equipment, facilities, supplies, or services that are intended for use in, or support of, agency missions.



Acquisition Workforce defined to include contract specialists, purchasing agents, financial assistance specialists, personal property managers, **project directors**, contractor HR managers, contracting officers and contracting officer representatives



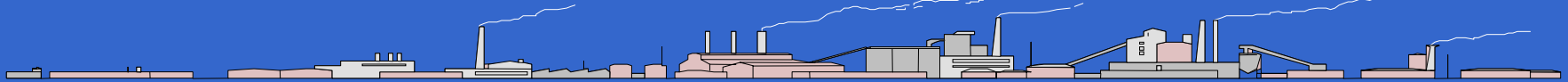
## DOE O 361.1A Chapter IV

- Certification mandatory for all project directors with line management responsibility for DOE capital asset projects (CAPs)
- 24 month transition period for project directors to obtain certification began May 31, 2004.

# PROGRAM OVERVIEW



Project Management Career Development Program

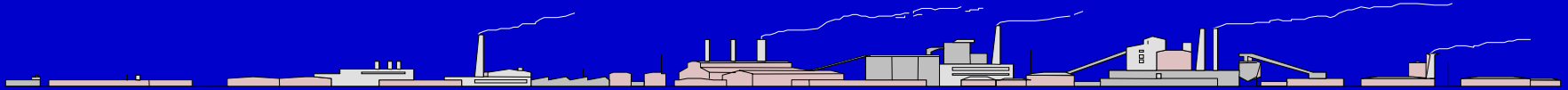


Certification Level	Training Courses	Developmental Activities	Experience	Total Reqmts.
<b>Level 4</b> >\$400M	<ul style="list-style-type: none"> <li>Level 4 PM Course</li> <li>Elective (1)</li> </ul>	<ul style="list-style-type: none"> <li>Program Management at HQ level – one year</li> </ul>	Level 3 PM for minimum 2 years	4 items
<b>Level 3</b> >\$100M TO <\$400M	<ul style="list-style-type: none"> <li>Program Management &amp; Portfolio Analysis</li> <li>PM Electives (2)</li> </ul>	<ul style="list-style-type: none"> <li>Mentored by Level 4 PM for six months</li> <li>Act as COR - one year</li> </ul>	Level 2 PM for minimum 2 years	6 items
<b>Level 2</b> >\$20M TO <\$100M	<ul style="list-style-type: none"> <li>Advanced Concepts in PM</li> <li>PM Simulation</li> <li>Leadership/Supervision</li> <li>Risk Management</li> <li>Electives (1)</li> </ul>	<ul style="list-style-type: none"> <li>Team Leader/Supervision Experience – one year</li> <li>A/E firm or M&amp;O experience – one year</li> </ul>	Level 1 PM for minimum 2 years	8 items
<b>Level 1</b> >\$5M TO <\$20M	<ul style="list-style-type: none"> <li>PM Essentials</li> <li>PM Systems &amp; Practices in DOE</li> <li>EVMS</li> <li>COR Course</li> <li>Acquisition Planning</li> <li>Contract Types/PBI</li> </ul>	<ul style="list-style-type: none"> <li>Project Engineer or Integrated Project Team Member – one year</li> </ul>	3 Years experience (total) in project management	7 items
<b>Total</b>	<b>16 courses</b>	<b>6 developmental activities</b>	<b>9 years experience</b>	<b>25 items</b>

# *CERTIFICATION*



Project Management Career Development Program

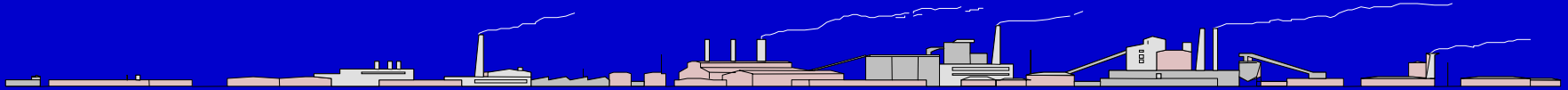


- CRB Interviews required for
  - Candidates certified at Level 3 & 4
  - New DOE hires for positions requiring Level 3 and 4 certification
- CRB Interviews not required for INCUMBENT Level 3 and 4 project directors
- Headquarters one year assignment not required for INCUMBENT Level 4 project directors

# *CERTIFICATION*



Project Management Career Development Program



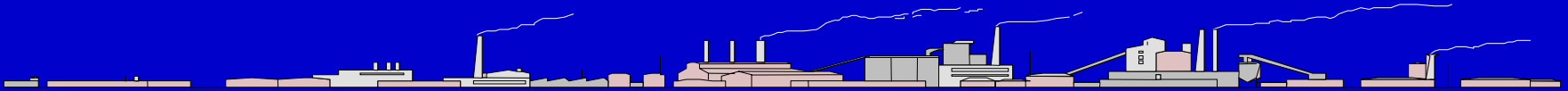
- Equivalencies granted for previous experience and/or training
- Fulfillment of specific competencies granted for **INCUMBENT** projects directors once proof of competence provided
  - satisfactory performance at required level required
- No grandfathering



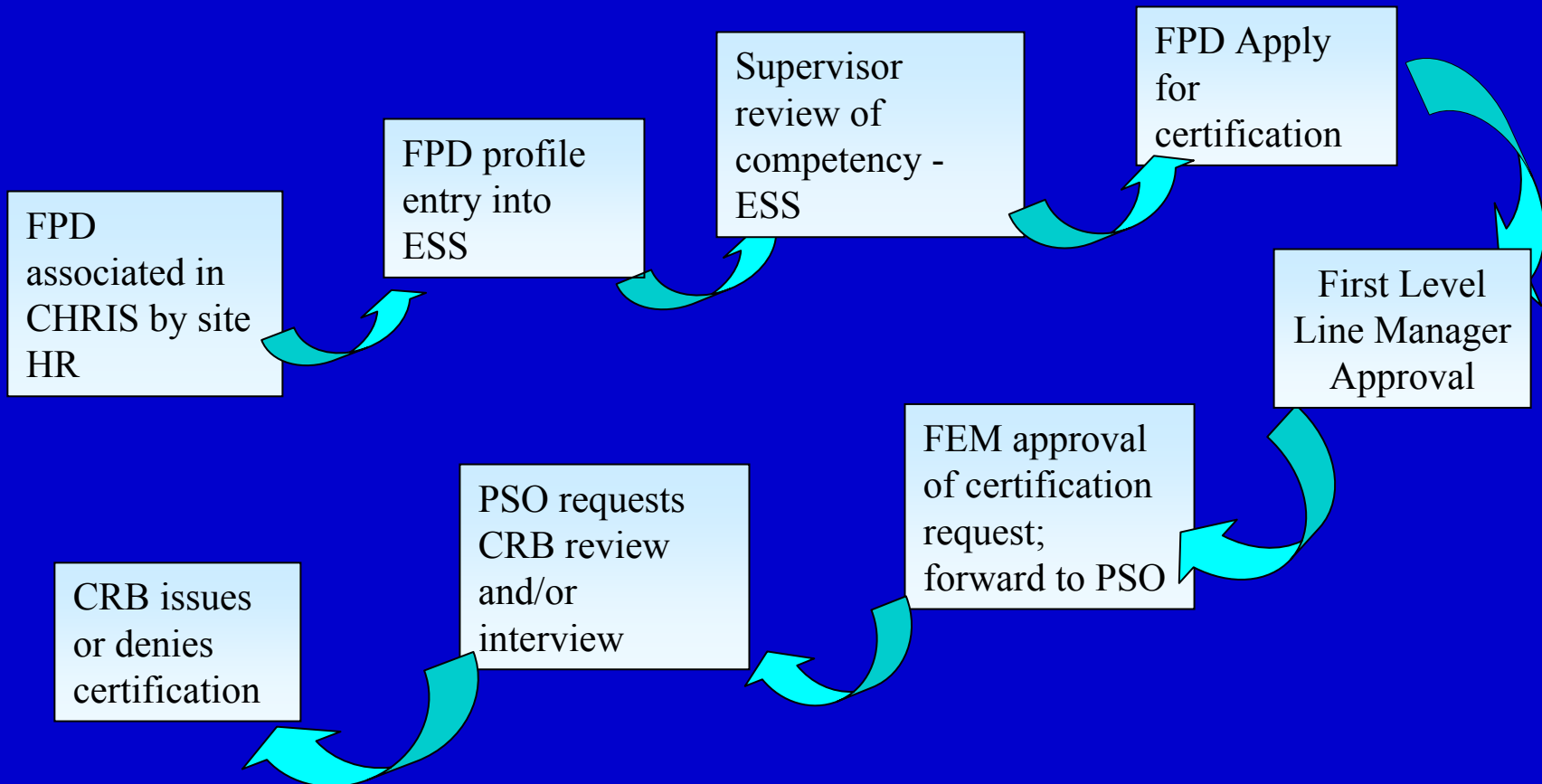
# CERTIFICATION PROCESS



Project Management Career Development Program



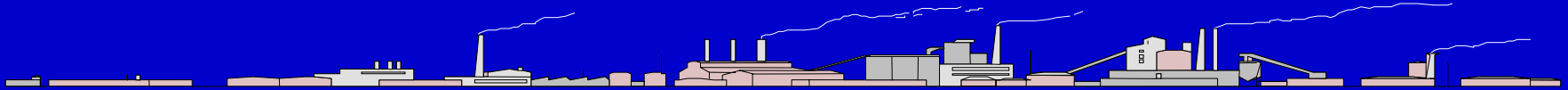
FORMAL PROCESS: ALL ELECTRONIC



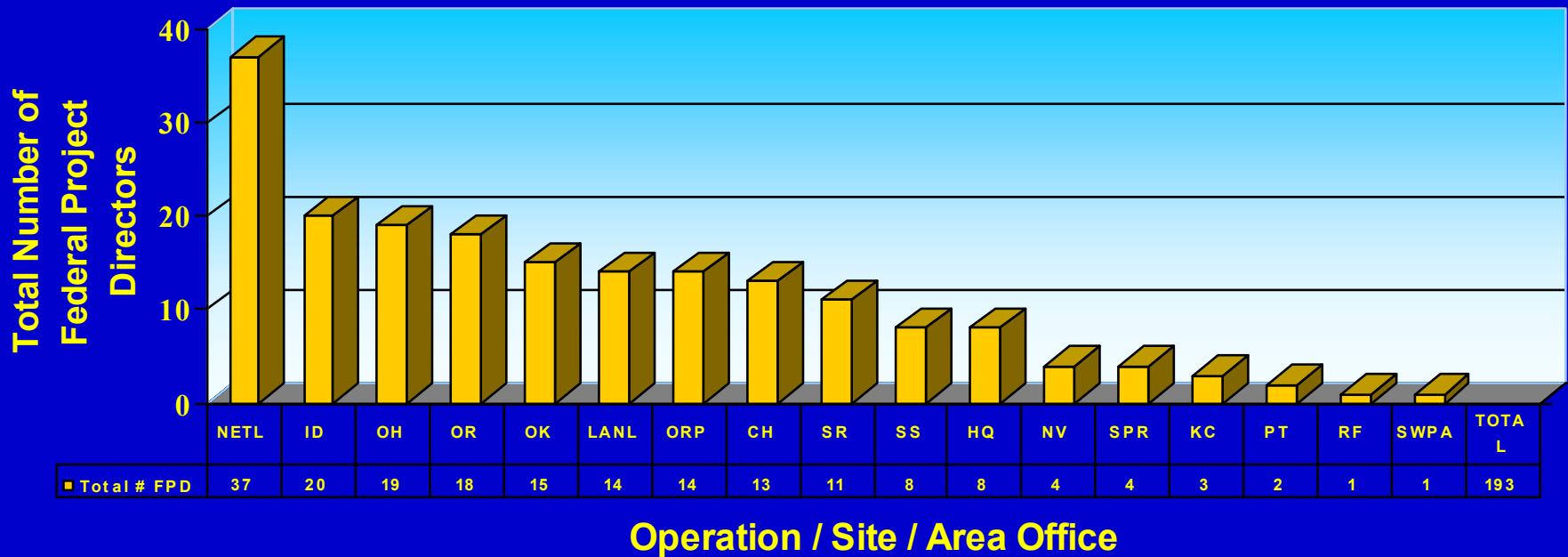
# DOE COMPLEX



Project Management Career Development Program



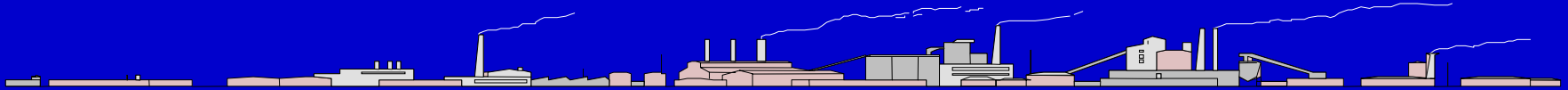
## Incumbent Project Directors



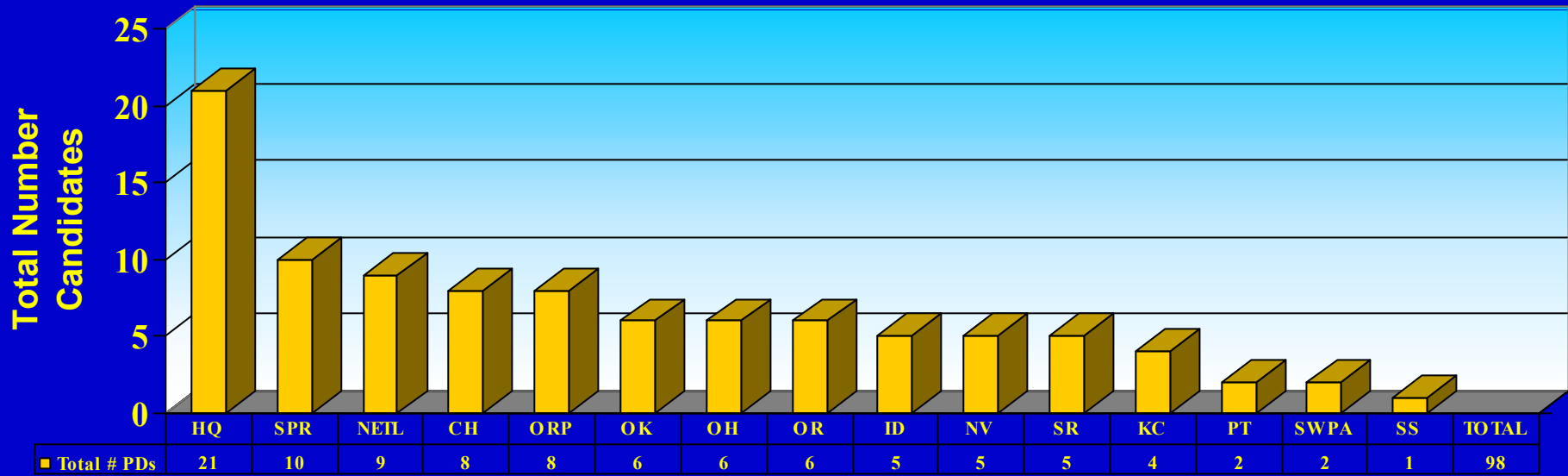
# DOE COMPLEX



Project Management Career Development Program



## Candidates

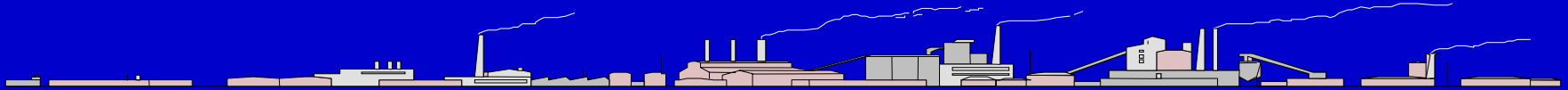


Site / Area / Operations Office

# TRAINING



Project Management Career Development Program

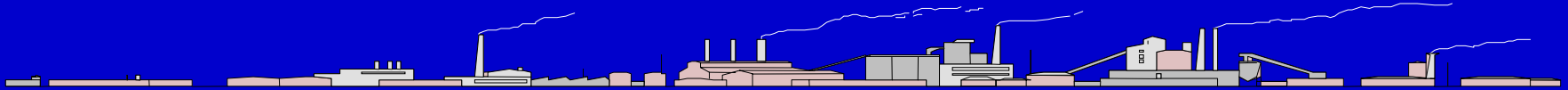


- Project Management Essentials
- Project Management Systems & Practices within the Department of Energy
- Advanced Concepts in Project Management
- Project Management Simulation
- Project Risk Management
- Integrated Safety Management
- Federal Budget Process
- Performance-based contracting
- Operational Readiness Reviews
- Advanced Risk Management
- Level 4 Project Management
- EVMS and Project Reporting
- Contracting Officer's Representative
- Acquisition Strategy and Planning
- Contract Types, Bid Evaluation/ Award/ PBI
- Leadership/ Supervision
- Cost and Schedule Estimating
- Scope Mgt./ Baseline Dev't./WBS
- Value Engineering
- Program Management and Portfolio Analysis
- Systems Engineering
- NEPA and Environmental Regulations
- Labor Management Relations
- Negotiations, Strategies and Techniques
- Facilitation / Conflict Resolution
- Advanced Leadership
- Strategic Planning
- Pre-Project Planning/Project Alignment

# *PLANNED SOURCES*



Project Management Career Development Program

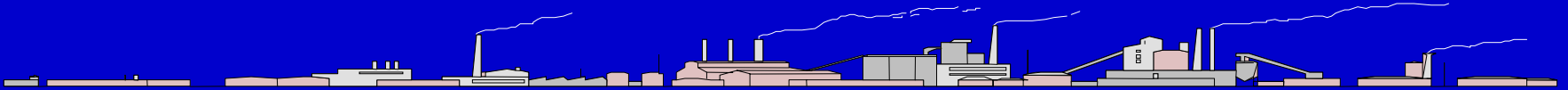


- Colleague Consulting
- ESI International
- Defense Acquisition University
- Federal Executive Institute
- American Management Association
- NASA
- Construction Industry Institute
- Center for Creative Leadership
- FAA
- IPS Associates (Stanford University)
- Karrass/Cooper Mgt. Inst.
- National Registry of Environmental Professionals
- Management Concepts

# *MENTORING*



Project Management Career Development Program



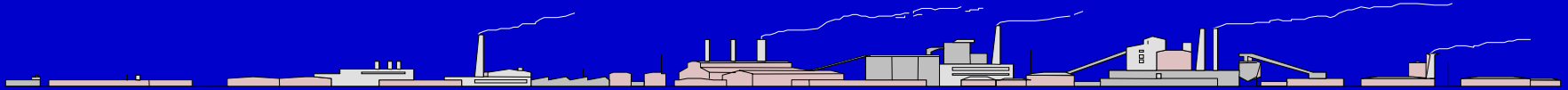
Paring of Level 4 Federal project directors with  
less skilled or experienced project directors

- Facilitate transfer of knowledge and skills
- Foster professional development and leadership

# QUESTIONS?



Project Management Career Development Program



## FOR MORE INFORMATION OR QUESTIONS CONTACT:

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  - Walter Howes..... 202-586-8254  
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- Program Manager:
  - Wanda Chambers Steinberg..... 202-586-8114  
❖ [wanda.chambers@hq.doe.gov](mailto:wanda.chambers@hq.doe.gov)
- Legin Group:
  - Anne Manfre..... 301-540-6820, x-21  
❖ [amanfre@legin.com](mailto:amanfre@legin.com)